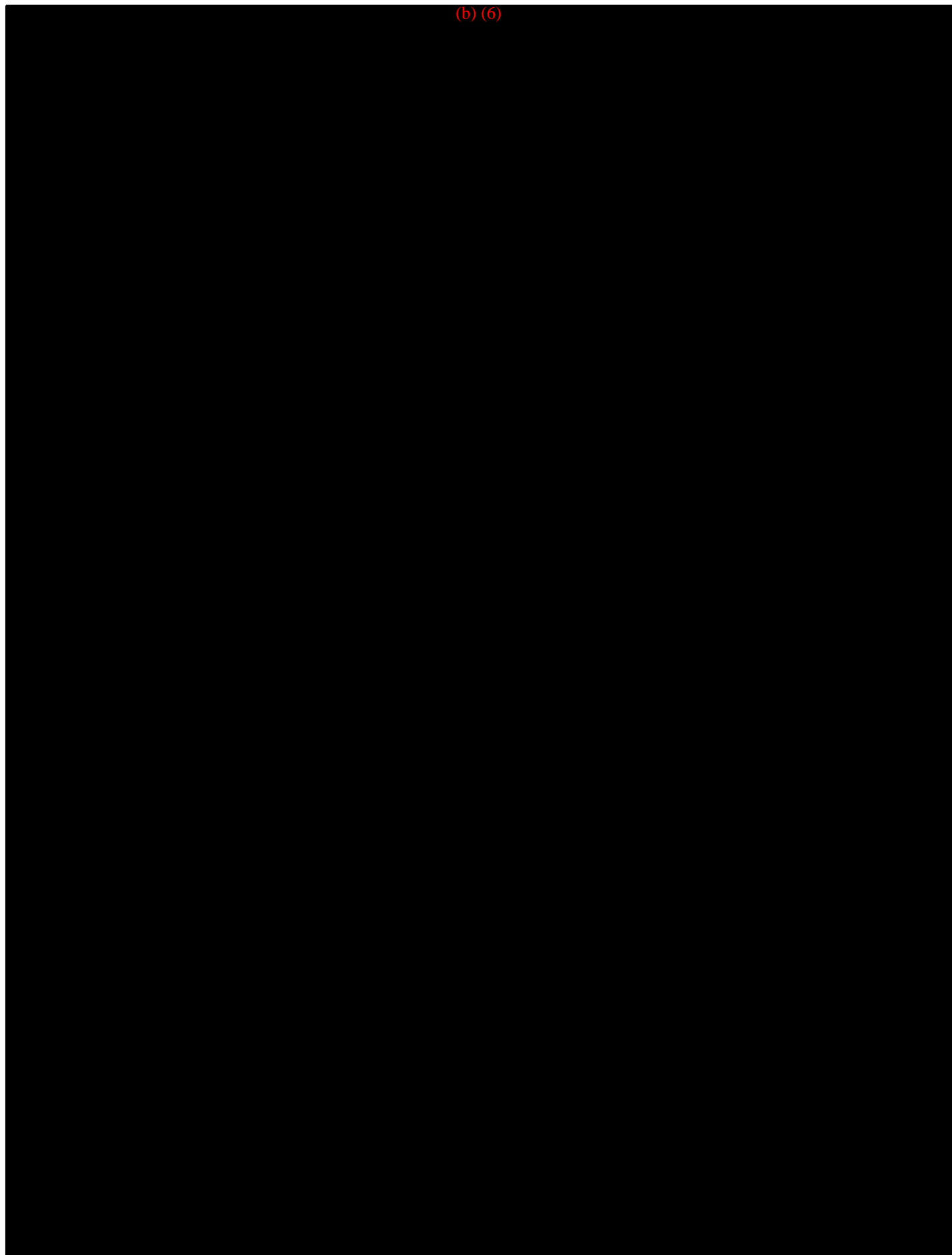


(b) (6)



(b) (6)



(b) (6)



Employee Name: Grundler, H. Christopher	Title, Grade, Series: Deputy Director ES-0801-00/054
Organization: OAR, OTAQ	Performance Period: From: 10/01/01 To: 9/30/02
CJE/Work Objective (Assumptions Optional)	
Critical Job Element 1:	Results Driven
Performance Standard:	Achieves Organizational and Individual Goals and Objectives as Listed Below, Consistent with EPA Strategic Plan and/or Office Operating Plan.

(b) (6)

Rating:

(b) (6)

Supervisor's Notes



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 2:** Leading Change**Performance Standard:** Effectively initiates and manages organizational change.

(b) (6)

Rating:

(b) (6)

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 3:** Leading People**Performance Standard:** Effectively leads and manages employees to enhance their performance, development, and satisfaction in accomplishing the Agency's and organization's goals and objectives.

(b) (6)

(b) (6)

Rating:

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 4:** Equal Employment Opportunity**Performance Standard:****Demonstrates commitment to and support of EPA diversity and equal employment opportunity policies and programs and takes positive action to enhance workforce diversity.**

(b) (6)

Rating:

(b) (6)

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 5: Business Acumen****Performance Standard:**

Acquires, organizes, manages and leverages available human, financial, material and information resources to efficiently produce high-quality results which accomplish strategic goals and organizational objectives.

(b) (6)

(b) (6)

Rating:

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 6: Building Coalitions/Communications****Performance Standard: Builds alliances and effectively communicates to advance the Agency's and organization's mission and objectives.**

(b) (6)

(b) (6)

Rating

Supervisor's Notes:



Performance Assessment Narrative

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

On this page, please describe your *overall* performance for the rating period. This narrative assessment of performance should not exceed one page and should reflect performance in all areas except the EEO standard which requires separate documentation. In highlighting achievements, please do not repeat the description of a specific area of performance or accomplishment even if it relates to more than one standard. Stating each accomplishment clearly and succinctly one time is enough.

This performance narrative (along with the required EEO narrative) may serve, if applicable, as the documentation for a

(b) (6)



***FY2002 Performance Highlights
Christopher Grundler, Deputy Director
Office of Transportation and Air Quality***

(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



(b) (6)



Performance Agreement, Appraisal and Certification for Senior Executives

Employee's Name (Last, First, MI)	Performance Period	
Grundler, H. Christopher	From 10/01/01	To 09/30/02
Title, Pay Plan, Series, Grade, Step	Organization (AA, Ofc., Div, Br.)	
Deputy Director ES-0801-00/04	OAR-OTAO	

Section A.

Performance Agreement and Midyear Review Certifications

Please sign and date the appropriate block below to certify completion of the events.

	Employee	Supervisor	Approving Official
Discussion and/or approval of the performance agreement	Signature	Signature	Signature
	Date	Date	Date

Midyear performance review and career development discussion	Yes / No
	<input type="checkbox"/> <input type="checkbox"/> Was previous IDP completed? (Participated in 40 hours of development activities)
	<input type="checkbox"/> <input type="checkbox"/> Has new IDP been established? Enter Date:
	<input type="checkbox"/> <input type="checkbox"/> Comments Attached

Signature - Employee	Date	Signature - Supervisor	Date

Section B.

Overall Performance Appraisal and Certification

Summary Performance Rating:

(b) (6)

☒ End of Annual Cycle ☐ Employee Reassigned ☐ Employee Leaving Agency ☐ Other - Specify:

I. Supervisor: I have appraised this employee's performance and prepared a recommended rating.

Name and title (type or print):	Signature	Date
Margo Tsirigotis Oge, Dir., OAR		10/21/02

II. Reviewing Official: The recommended rating reflects my assessment of the employee's performance.

Name and title (type or print):	Signature	Date
Jeffrey Holmstead, Assistant Administrator, OAR		10-31-02

III. Approving Official (The Administrator): I approve the rating of record and related personnel decisions for this employee.

Name (type or print):	Signature	Date
Christine Todd Whitman		

Privacy Act Statement: Disclosure of your Social Security Number on this form is voluntary. The number is linked with your name in the official personnel records system to ensure unique identification of your records. The Social Security Number will be used solely to ensure accurate entry of your performance rating into the automated record system.

IV. Employee: My supervisor and I have discussed my performance for this period in relation to my performance standards and measures, and my supervisor has informed me of my rating of record.

Signature	Date	Comments Attached?
	OCT 15 2002	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

(b) (6)



Employee Name: Grundler, H. Christopher	Title, Grade, Series: Deputy Director ES-0801-00/054
Organization: OAR, OTAQ	Performance Period: From: 10/01/01 To: 9/30/02
CJE/Work Objective (Assumptions Optional) Critical Job Element 1: Results Driven Performance Standard: Achieves Organizational and Individual Goals and Objectives as Listed Below, Consistent with EPA Strategic Plan and/or Office Operating Plan.	

(b) (6)

(b) (6)

Rating:

Supervisor's Notes

EPA Form 3140-32 (7-01)



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 2:** Leading Change**Performance Standard:** Effectively initiates and manages organizational change.

(b) (6)

(b) (6)

Rating:

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 3:** Leading People**Performance Standard:** Effectively leads and manages employees to enhance their performance, development, and satisfaction in accomplishing the Agency's and organization's goals and objectives.

(b) (6)

Rating:

(b) (6)

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 4:** Equal Employment Opportunity**Performance Standard:****Demonstrates commitment to and support of EPA diversity and equal employment opportunity policies and programs and takes positive action to enhance workforce diversity.**

(b) (6)

Rating

(b) (6)

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 5: Business Acumen****Performance Standard:**

Acquires, organizes, manages and leverages available human, financial, material and information resources to efficiently produce high-quality results which accomplish strategic goals and organizational objectives.

(b) (6)

(b) (6)

Rating:

Supervisor's Notes:



Performance Standard

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

CJE/Work Objective (Assumptions Optional)**Critical Job Element 6: Building Coalitions/Communications****Performance Standard: Builds alliances and effectively communicates to advance the Agency's and organization's mission and objectives.**

(b) (6)

Rating:

Supervisor's Notes:



Performance Assessment Narrative

Employee Name:

Grundler, H. Christopher

Title, Grade, Series:

Deputy Director, ES-0801-00/04

Organization:

OAR, OTAQ

Performance Period:

From: 10/01/01

To: 09/30/02

On this page, please describe your *overall* performance for the rating period. This narrative assessment of performance should not exceed one page and should reflect performance in all areas except the EEO standard which requires separate documentation. In highlighting achievements, please do not repeat the description of a specific area of performance or accomplishment even if it relates to more than one standard. Stating each accomplishment clearly and succinctly one time is enough.

This performance narrative (along with the required EEO narrative) may serve, if applicable, as the documentation for a

(b) (6)

